

Examining single and multiple job holding among the unregulated care workforce in Ontario and British Columbia long-term care homes

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Land acknowledgment

I am grateful to be presenting here today on the shared, unceded territory of the Skwxwú7mesh (Squamish) and Lilwat7úl (Lil'wat) Nations,

and to live, work, and play on the traditional territory of many nations including the Haudenosaunee, Huron-Wendat, Anishnabeg, Seneca, Chippewa, and the current treaty holders Mississaugas of the Credit peoples.

Agenda



Background and rationale



Methods



Results



Implications



Conclusion

Background: Unregulated care workforce in LTC



Rising demand for LTC services in Canada



Demand falls primarily on unregulated workers, e.g. personal support workers (PSWs)



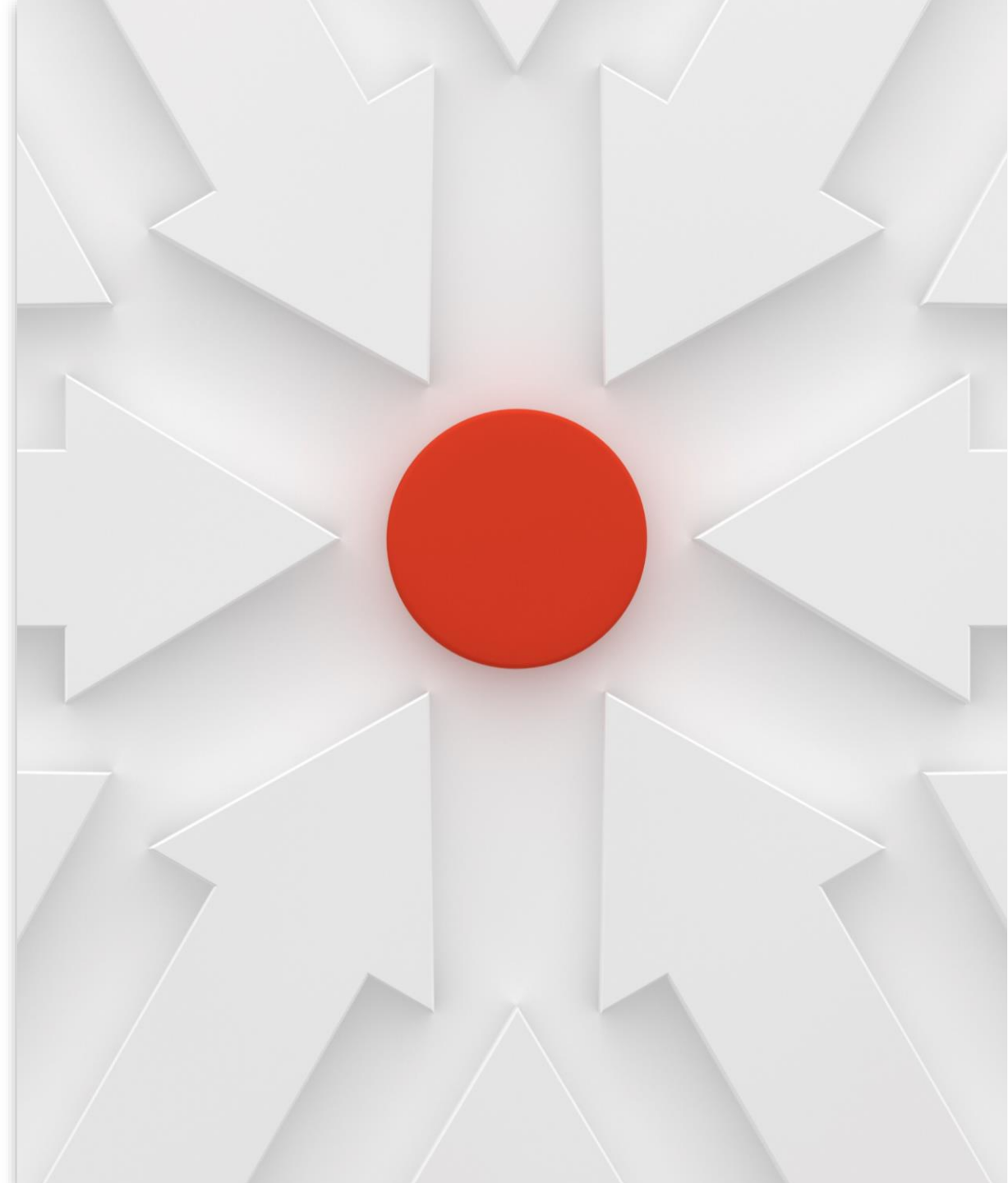
Challenging workplace conditions for PSWs



Other unregulated workers (e.g. food service workers) contribute importantly to infection control and LTC residents' quality of life

Background: Multiple job holding in healthcare

- Champion et al.'s Integrated Model of Multiple Job Holding
 - Can be '**depleting**' or '**enriching**'
 - **Push vs pull-based** motivations
- Other studies on multiple job holding in healthcare, mostly among nurses
 - **Pros:** scheduling flexibility, higher wages
 - **Cons:** negative impact on health, exhaustion
- **Limited literature** on multiple job holding in LTC and among unregulated care workers



Research Questions

1

What is the prevalence of multiple job holding among unregulated care workers in LTC?

2

What are the characteristics of multiple job holders compared with single job holders?

Methods



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Data

- Descriptive study using survey data from a prospective cohort study
- 12 BC, 26 Ontario LTC homes
- Collected between Mar 2021-Nov 2022

Study population

- Unregulated care workers: PSWs, food service workers, recreation assistants, rehabilitation assistants

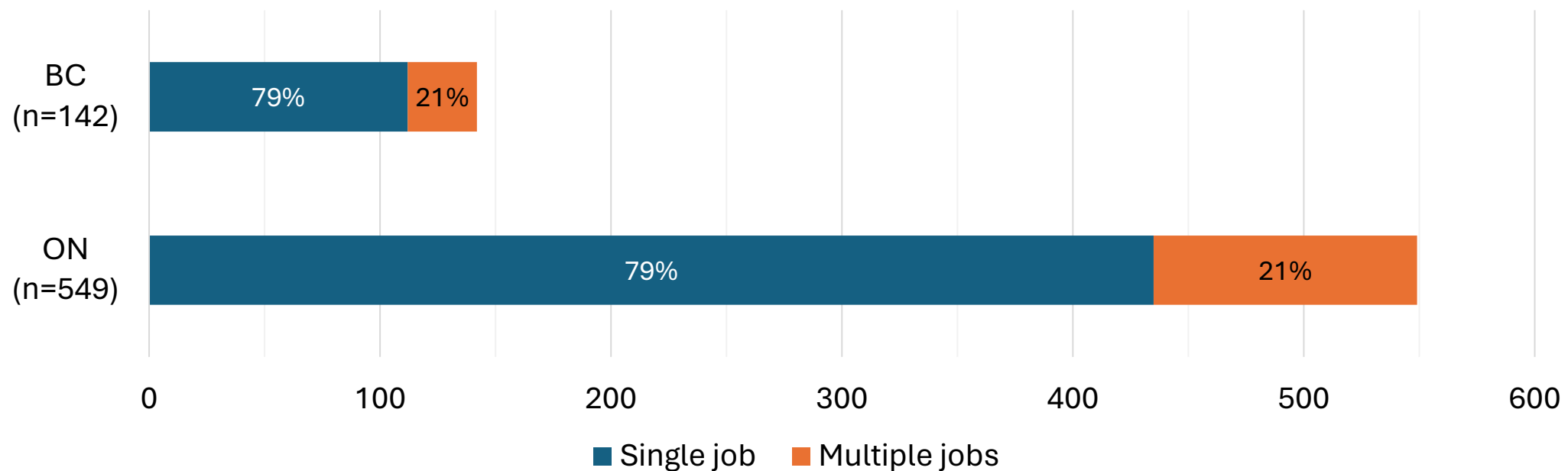
Variables

- Number of jobs held prior to single site restrictions
- Sociodemographic, employment, self-reported health and well-being

Results: Prevalence of multiple job holding

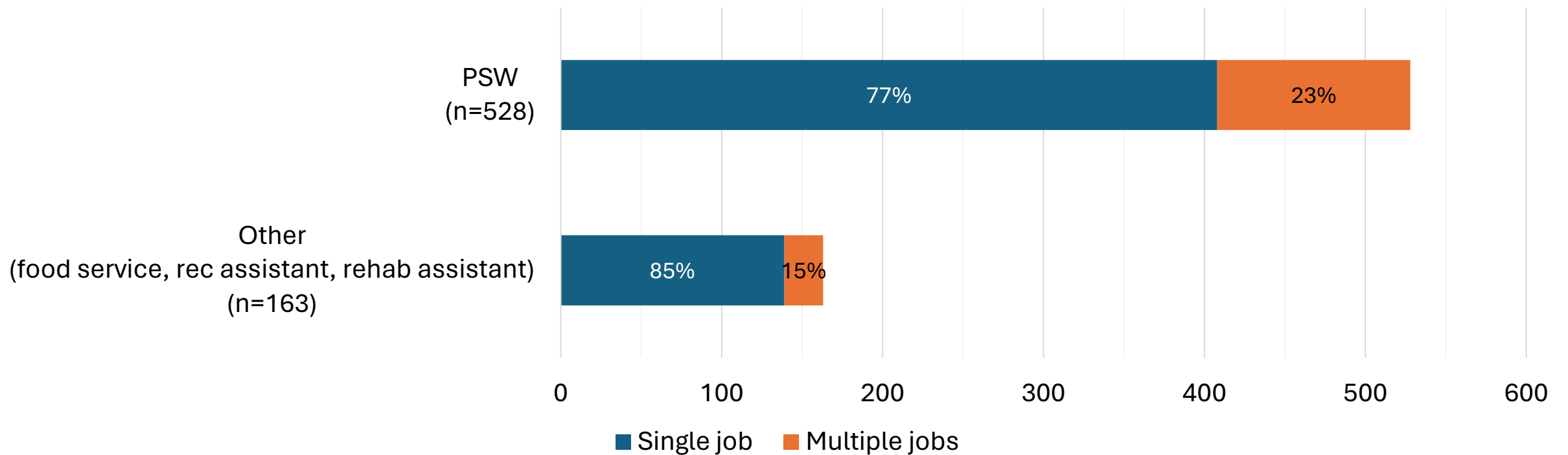
Total 691 unregulated care workers: 547 (79.2%) held 1 job, 144 (20.8%) held 2+ jobs

Province



Results: Prevalence of multiple job holding

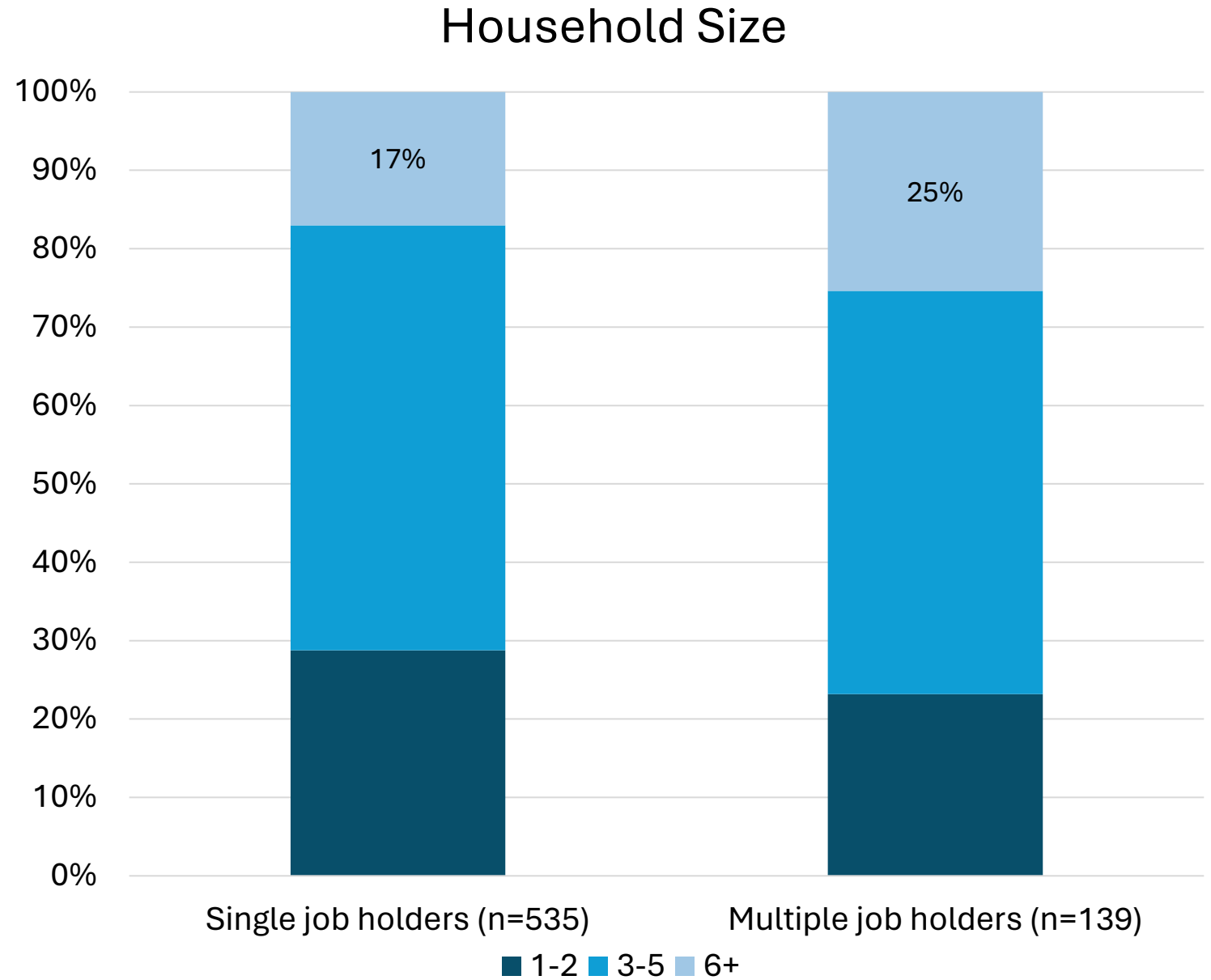
Unregulated worker type



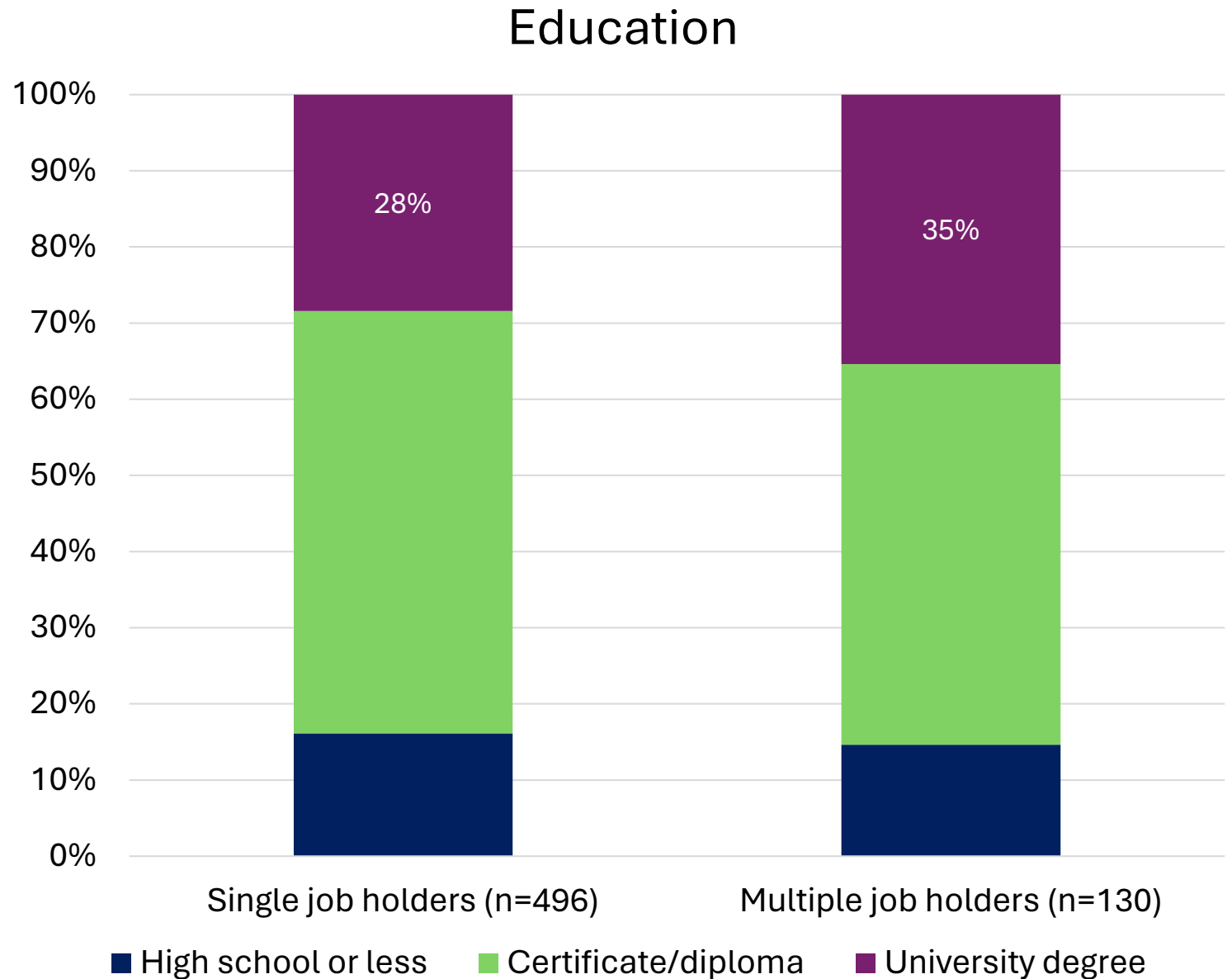
Results: Sociodemographic characteristics

	Single job holders (n=557)	Multiple job holders (n=144)
Age (mean, SD)	45.0 (12.3)	45.0 (11.5)
Woman (n, %)	490 (90.1)	119 (83.2)
Immigrant to Canada (n, %)	297 (55.7)	96 (68.6)

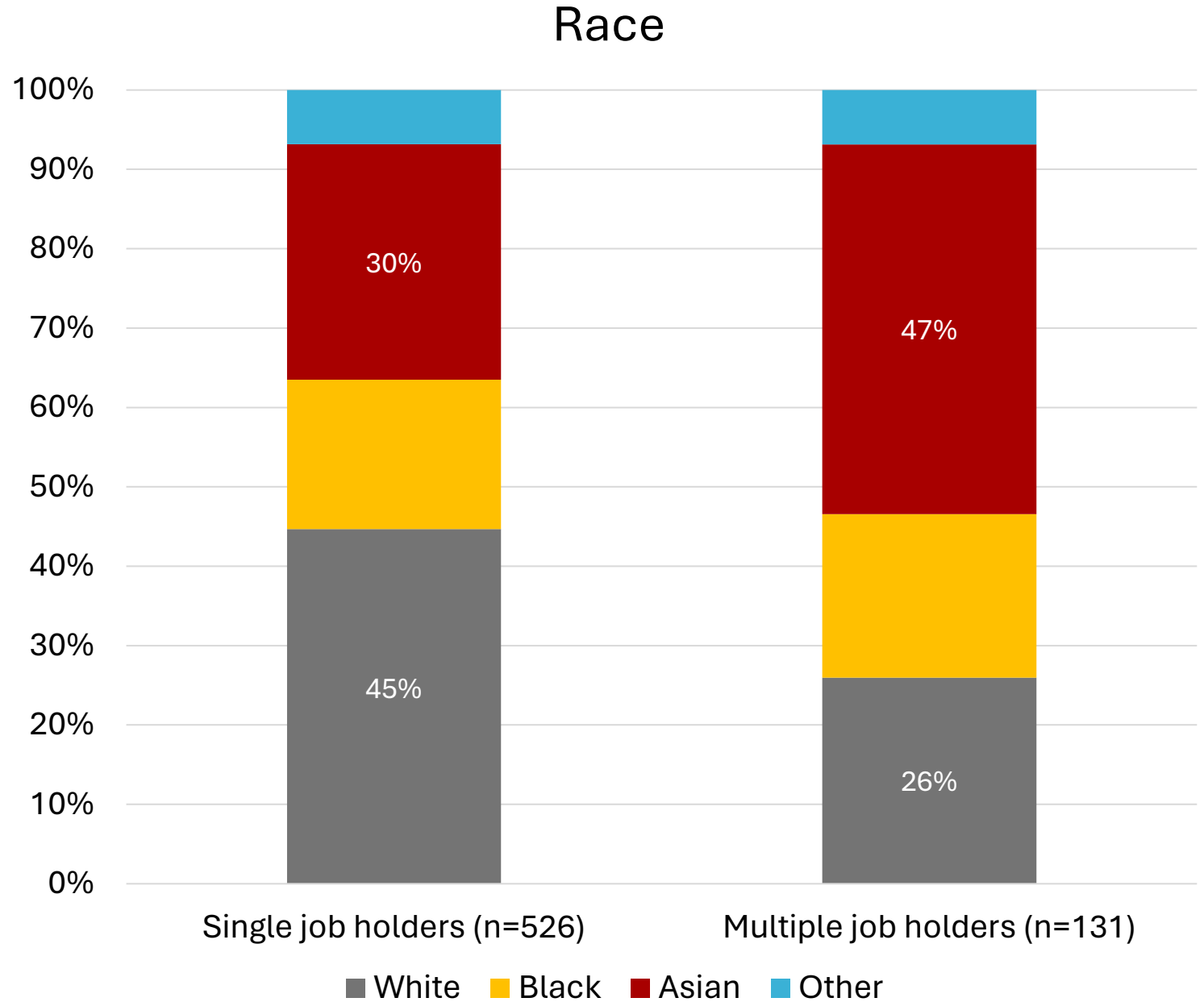
Results: Sociodemographic characteristics



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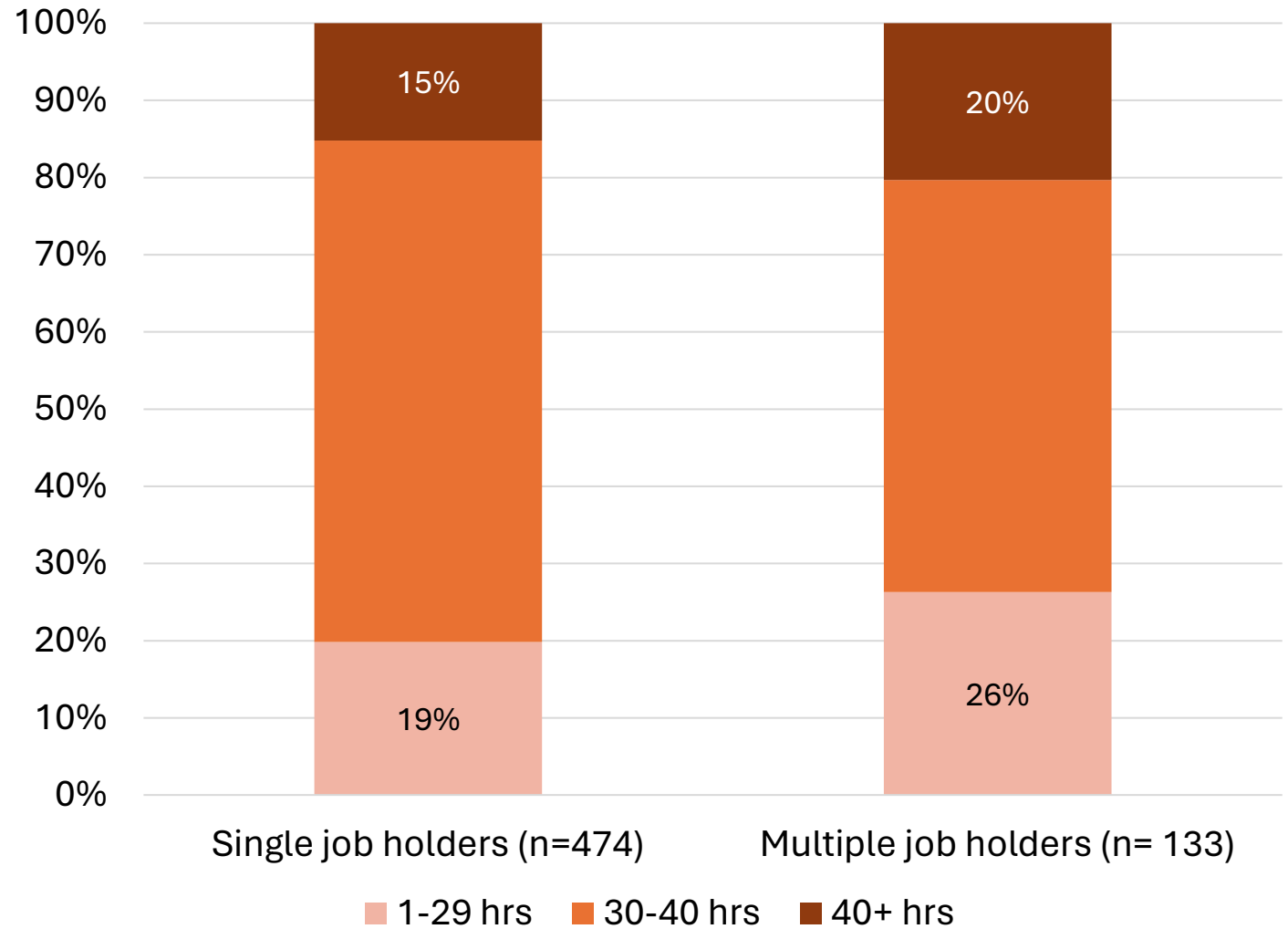


Results: Sociodemographic characteristics



Results: Employment characteristics

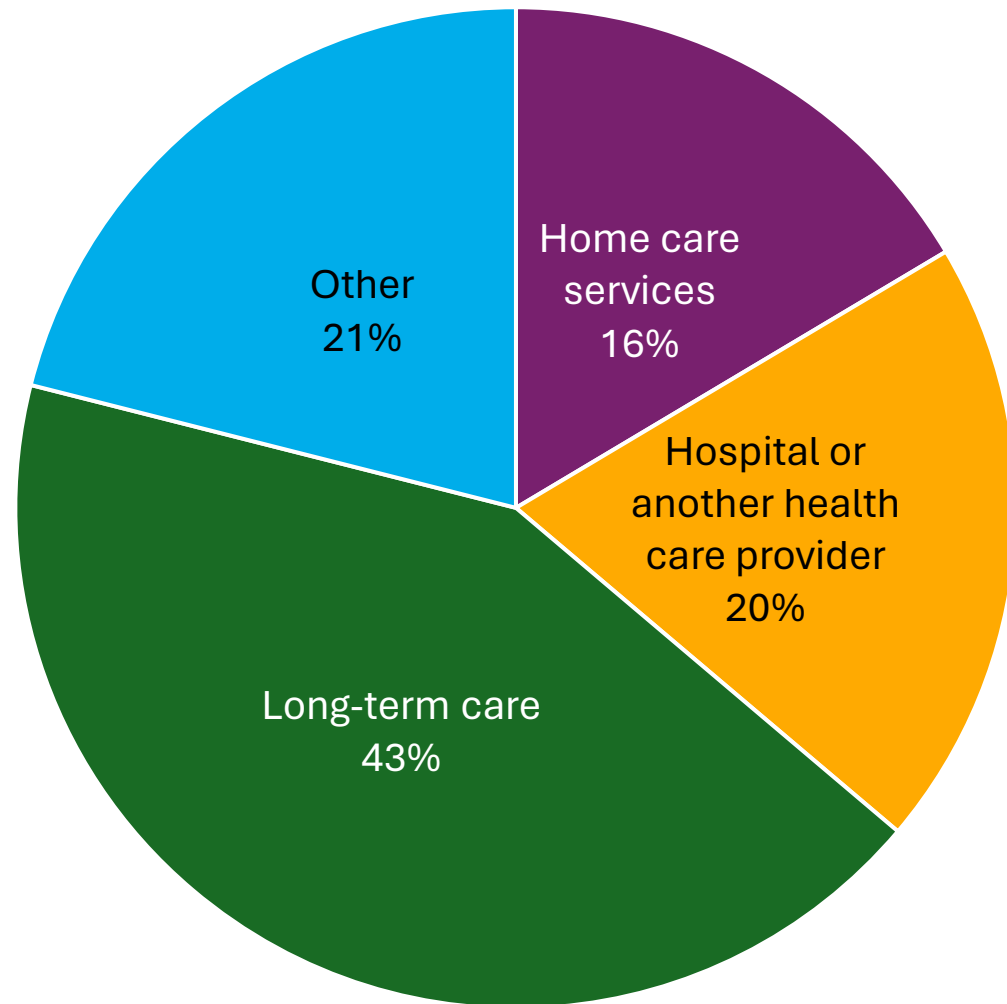
Hours Worked Per Week at Primary Job* (Prior to Single Site Restriction)



*Note: Primary Job= LTC site where they were recruited for study

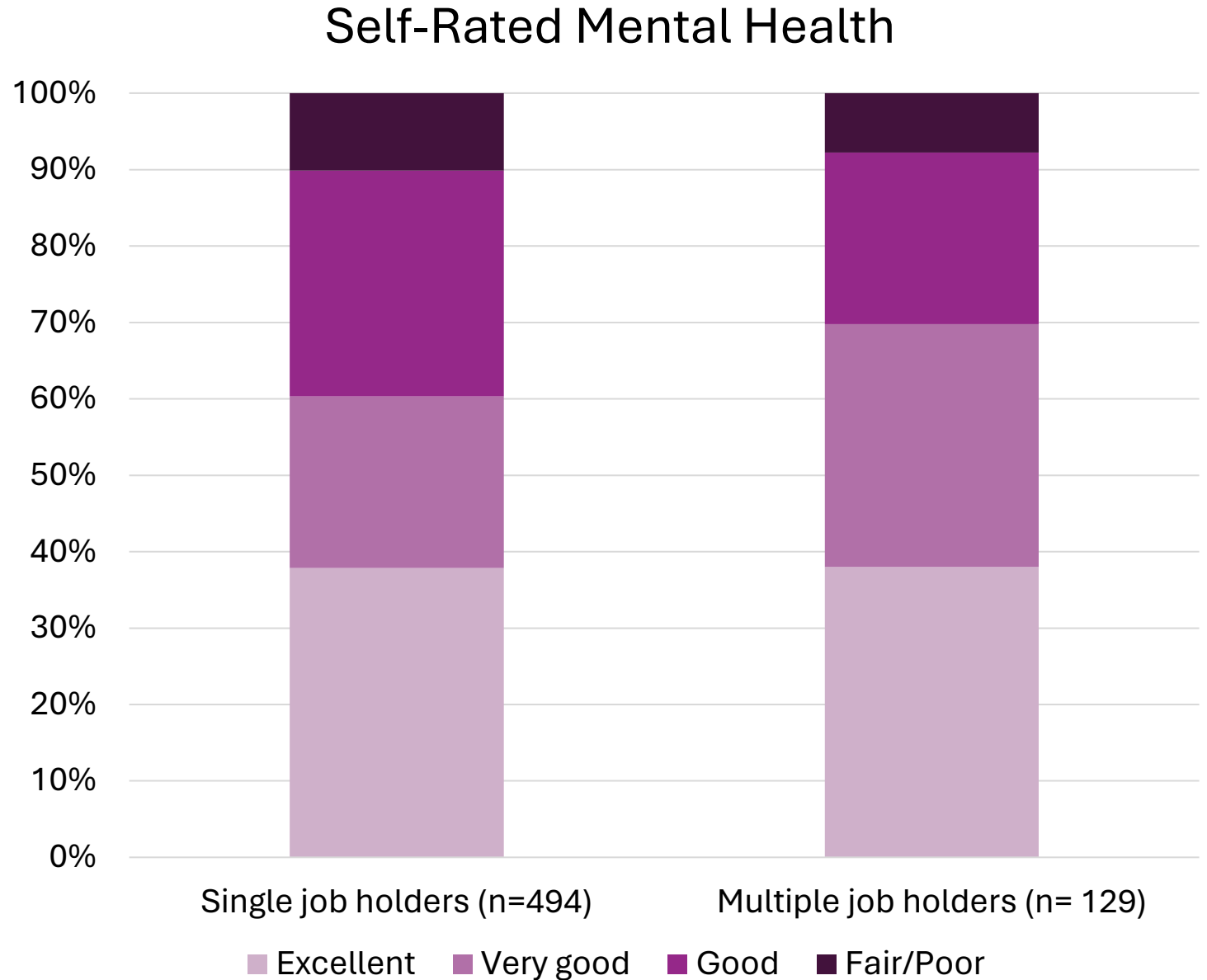
Results: Employment characteristics

Secondary and/or Tertiary Job Sector (n= 152)

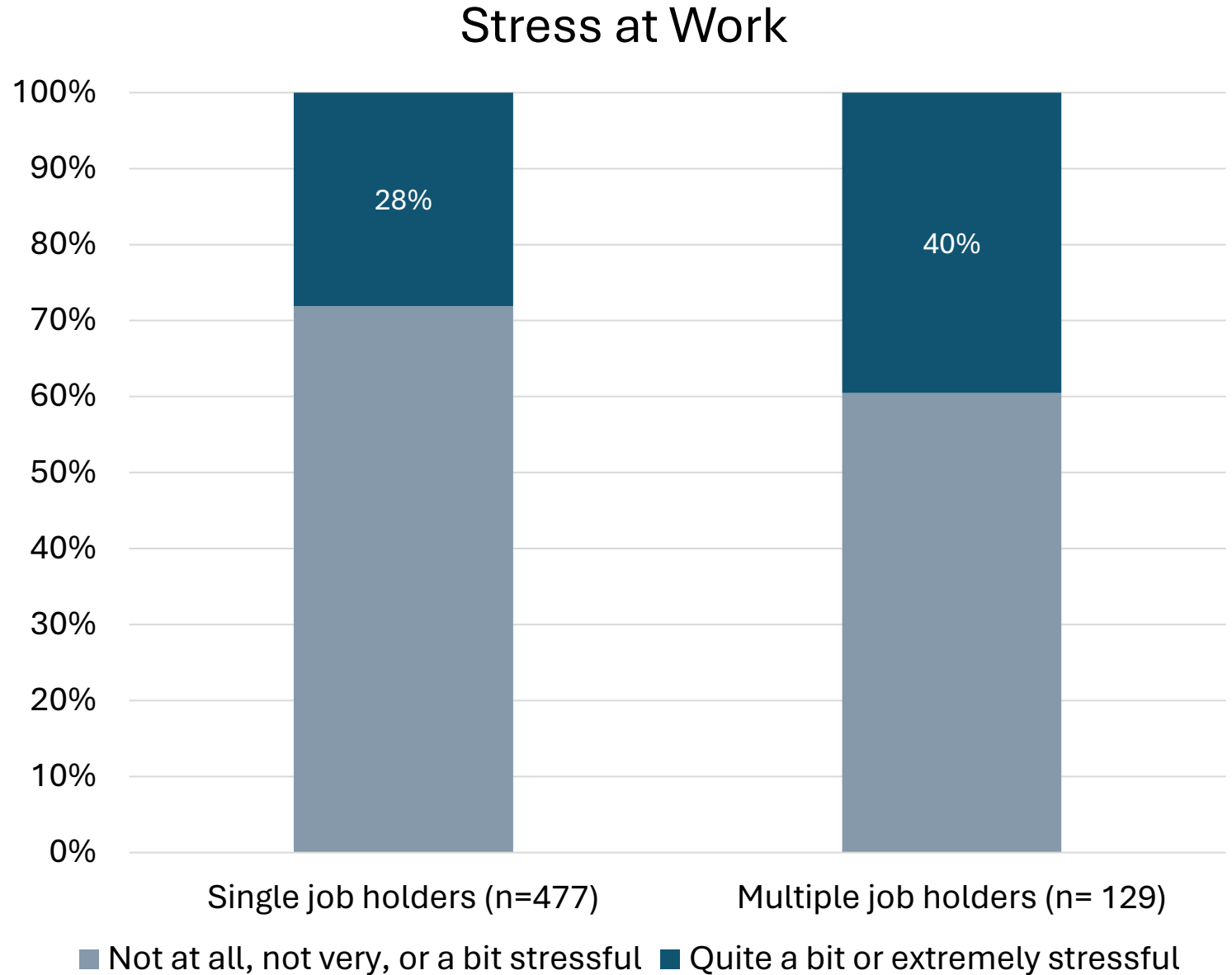


*Note: for participants with 3 jobs, their 2nd job and 3rd job sectors were both counted

Results: Self-rated health and wellbeing



Results: Self-rated health and wellbeing



Implications



Sociodemographic patterns consistent with literature



Evidence of association between multiple job holding and stress



More supports needed for this workforce as a whole, especially those working multiple jobs

- Mental health supports
- Working towards equity
- Better hours and wages, job security; addressing structural barriers

Next steps



Understanding **why** individuals work multiple jobs



Understanding the **impacts** of working multiple jobs



Trajectories, sustainability of multiple job holding

Conclusion

- Overall, there was a substantial proportion of unregulated care workers in our study who worked multiple jobs
- A higher proportion of multiple job holders were racialized individuals and/or immigrants to Canada
- Multiple job holders were more likely to report being moderately or extremely stressed at work
- Better, more supports are needed for this workforce
- More research is needed in this area, should include understudied populations like unregulated care workers



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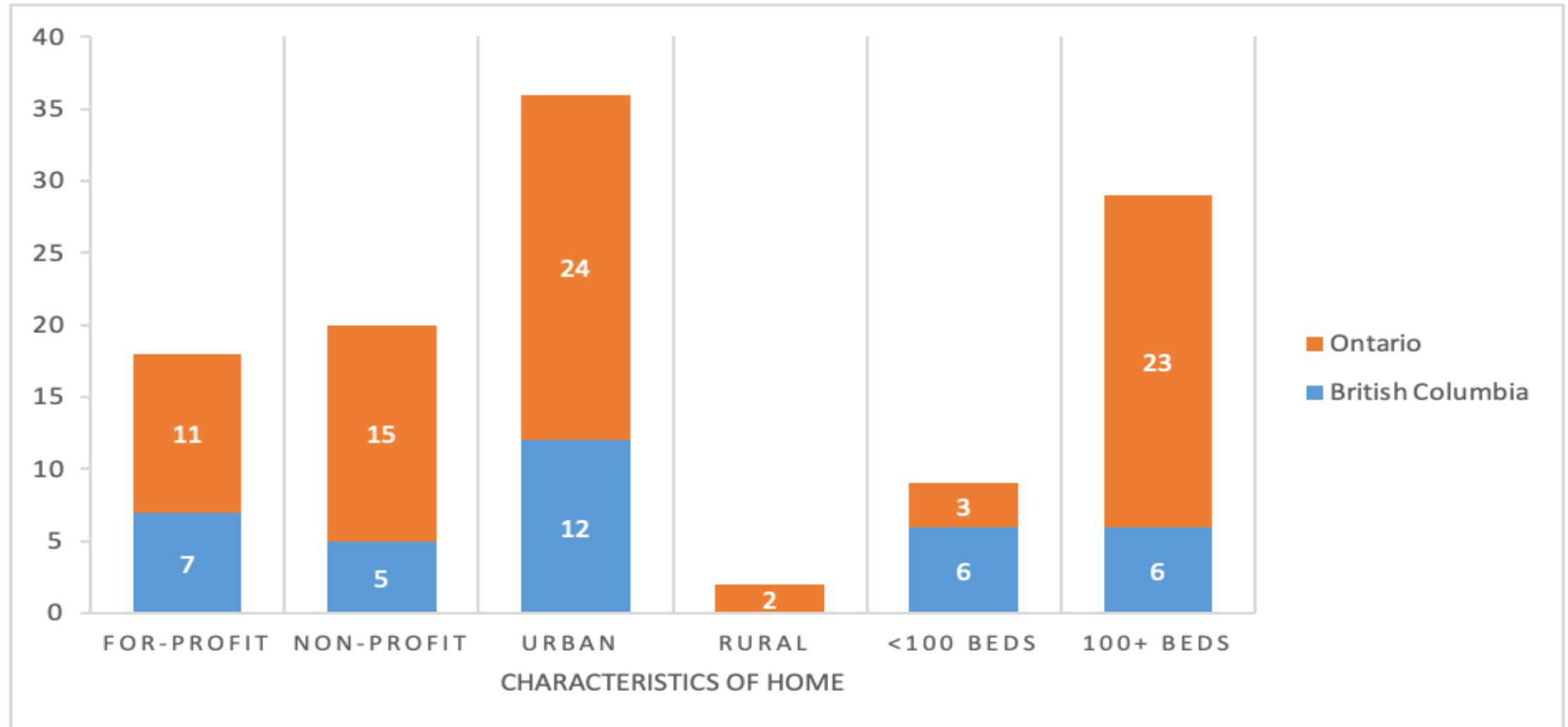


Thank you!

Questions?

Supplementary slides

LTC home characteristics (n= 38)



Job holding by LTC home characteristics

LTC home characteristic	Single job holders (n=547)	Multiple job holders (n=144)
Ownership status		
For-profit	287 (52.5)	65 (45.1)
Non-profit	260 (47.5)	79 (54.9)
LTC location		
Rural	36 (6.6)	1-20 (0.7-13.9)
Urban	511 (93.4)	124-143 (86.1-99.3)
Number of LTC beds		
100+ beds	421 (77.0)	115 (79.9)
<100 beds	126 (23.0)	29 (20.1)

Note: Cell sizes < 20 converted into ranges

Campion et al. Model of Multiple Job Holding

